

Abstract

RESEARCH SUBJECT: Relationships among Work Empowerment, Organizational Trust, Staff Nurses' Work Satisfaction and Organizational Commitment

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DATE: May 2011

Nurse managers must address high staff nurse satisfaction and organizational commitment to increase patient satisfaction and nurse retention. Work empowerment and organizational trust have been linked with work satisfaction and organizational commitment. The purpose of this study is to evaluate relationships among work satisfaction and organizational commitment with work empowerment and organizational trust of staff nurses. This is a replication of Spence Laschinger, Finegan and Shamian's (2001) study. The theoretical framework is Kanter's Theory of Organizational Empowerment. The sample will include 500 staff nurses working in a large, not-for-profit, private hospital in the Southeast. Data will be collected using the Conditions for Work Effectiveness Questionnaire, Job Activities Scale, Organizational Relationships Scale, Interpersonal Trust at Work Scale, Organizational Commitment Questionnaire, and a Demographic Questionnaire. Findings will provide insight regarding the impact of the relationship among work empowerment, organizational trust, work satisfaction and organizational commitment.